

Helpful Hints on Teaching Mega-Classes

"Large classes are a bad thing. But they are here to stay, so we must find ways to teach them well," Helen Ilott (Elementary Education) told her audience at a CITL-sponsored presentation recently.

The University should recognize the difficulties faced by instructors of mega-classes, Dr. Ilott said. "We are in the front line. We are the shock troops, and we need help from technology to enable us to teach well."

The kind of technology she has in mind are FM microphones, TV monitors, audio recorders and video equipment (for hands-on demonstrations), so that instructors can be seen and heard by every student, not just the lucky few in the front rows.

Technology aside, there are ways of being effective in front of a large class, and Dr. Ilott offered more than 100 helpful hints.

Her advice included suggestions on how to get to know your students (or some of them, at least); orchestrating reference groups (so that students can help each other); ensuring that mega-classes are assigned first-rate teaching assistants; developing microcomputer support through commercially available programs; and audiotaping lectures for students to go over again later.

The University should facilitate instructor excellence, and recognize and reward good teaching in a large section, Dr. Ilott said. "There are a lot of us," she pointed out, adding with the twinkle and warm smile that characterize her approach to teaching, "perhaps we need a society called 'The coalition of teachers of large classes'." □

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- Horowitz receives medal from Lieutenant-Governor
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FOLIO

University of Alberta

3 December 1987

What a Difference a Degree Can Make . . .

Does a degree make a difference?

Depends whether it's summer or winter, says Kevin Moodie (Physical Plant), describing his department's "new degree" program aimed at reducing the University's utility bill.

Campus-wide, indoor temperatures have traditionally been set at 22 Celsius. Under the New Degree Program, "the temperature would be allowed to drift to 21 in the winter months, 23 in the summer," says Moodie, superintendent of plant operations.

The change adds up to real dollars saved, he says. Heating the campus cost \$3 million last year. A single degree drop in room temperature could save \$75,000 to \$100,000.

On-campus air conditioning cost \$1 million last year. Letting the mercury rise one or two degrees before the air conditioning kicks on could save \$50,000 to \$75,000 a year.

"Some degree of change will be experienced by all," says Moodie, of the proposal. "In winter months, the mornings may be a bit cool. But on summer days, the effect will be minimal. Conditions will be monitored and maintained within the limits."

Like people, "each building has its own personality traits," he says. These characteristics, caused by building construction, exterior windows, mechanical system responsiveness, building population and function are all considered in what he calls their "dynamic operation." "It's just like slipping off a jacket or sweater," says Moodie. "Swings in interior space temperature can easily be accommodated."

The New Degree Program is one part of the University's efforts to conserve non-renewable energy. Earlier phases emphasized such things as turning off the lights in unused spaces, followed by a series of high-tech energy-saving solutions, changes and

modifications to services provided.

"Reducing operating costs in today's economy is everyone's concern," comments Moodie. Call

Physical Plant at 432-4261, for more information on their New Degree Program. □



Cool Control

Come rain or shine, campus can control its temperatures. At Physical Plant's control centre, operators Louis Michaud (left) and John Leonard scan the screens.

Bookstore the Place to Take Food Bank Donations

The folks at the Bookstore will again receive donations on behalf of the Food Bank. The receiving bin will be just inside the main doors by the book drop.

Powdered milk, peanut butter, and canned fish are among the non-perishable goods sought by

the Food Bank.

Each time the bin is filled, a call is placed to Food Bank drivers.

Foodstuffs can be left at the Bookstore from 7 to 22 December. Hours are: 9 a.m. to 5 p.m. Monday to Friday, and 10 a.m. to 1 p.m. Saturday. □

Systemic Discrimination Against Women Continues to Exist, Senate Told

Many fine minds have investigated and discussed the status of academic women at the University of Alberta. The matter was broached formally in 1975 when a Senate task force produced the thought-provoking "Report on Academic Women."

The task force reported serious discrepancies in terms of salaries, rank and participation in University governance between women and men, and made recommendations to effect equal opportunities in employment. The progress of the recommendations has been at the forefront of Senate's consciousness in the intervening years.

Judging from the report of the four-member Progress Review Committee, those minds will have to remain open to the issue for a while longer. Jean Oshry, committee chair, and her colleagues, Carol Blair, Burk Strehlke and Gordon Webster, have determined that, in 1987, "blatant discrimination against women has almost disappeared, but a more systemic type of

discrimination continues to exist." (The committee was formed in late 1985 and held 17 meetings between January 1986 and November 1987.)

The committee reported that the percentage of women on the University's 1986 teaching staff was 21 percent, an increase of 6 percent from 1974. At a glance, the increase is good, but on reflection it is that good given the number of years that have come and gone, wondered Patty Browne, president of the Academic Women's Association.

Dr. Browne (Elementary Education) said the AWA joins with the Senate committee in thanking President Myer Horowitz for his efforts to improve the status of women. "However," she said, "the power of systemic discrimination is still evident."

B.J. Busch, president of the Association of Academic Staff, said the percentage of full-time female academics hasn't changed that much and that many female newcomers to the teaching staff are sessionals. ("Teaching staff"

includes professors, associate professors, assistant professors and sessional instructors.)

Dallas Cullen (Business), a member of the 1975 task force, prefaced her remarks by observing that one way that the situation had changed was that she would have to leave shortly to teach a class in women's studies. She told Senate that the largest group of women academics—43 percent—are sessional instructors, while the largest group of male academics—46 percent—are full professors. In her opinion, "those women on campus who want to be one of the boys can't be because the boys won't let them."

President Horowitz said he viewed the problem as a budgetary situation rather than as a set of discriminatory moves.

The next six months will be more difficult than any other budget period, he added.

Senate wholeheartedly endorsed the recommendation that the position of Equity Advisor be extended beyond its two-year term (the term was due to expire on 30 June 1988).

The following were among the findings of the Progress Review Committee:

- Policy statements against sex discrimination are now in place.
- More publicity is needed to raise awareness of optional work patterns.*
- The original recommendation for generous maternity benefits has been adequately dealt with.
- The University has assumed an adequate degree of responsibility for child care facilities on or near the campus.
- The proportion of women on major faculty level committees in general has not changed. It is recommended that faculties continue to strive for proportional representation on all committees, particularly those perceived to be major decision-making bodies.*

The committee stated that, of this date, relatively few women occupy senior positions within the University of Alberta. "It is the

opinion of the Progress Review Committee that the numerous proposals to enhance the status of academic women which have been implemented should fulfill the intent of this recommendation. However, since a number of these initiatives have been in place for a relatively short time, it is recommended to the President that progress be monitored over the next five years."*

(*Deferred to the next meeting of Senate, 11 March.)

The North

Peter Cafarro, chair of the Senate Task Force on the University and the North, delivered a brief report. The 10-member task force was divided into two groups for information gathering purposes. One group is responsible for the Northwest Territories, the other for northern Alberta. Mr. Caffaro said he personally found a great deal of warmth toward the University of Alberta, and he also discerned that many people were looking to the University for direction.

The groups have concluded interviews outside Edmonton and are now conducting a series of interviews within the city. A questionnaire asking for information on projects with a northern connection has gone out to all deans (replies are due on 18 December) and Mr. Caffaro indicated that an interim report could well be before Senate in June.

A report on second languages was presented by Vice-President (Academic) Meekison (the report is presented annually as a follow-up to the earlier Senate Task Force on Second Languages).

NOBS (Committee on the Needs of Bilingual Students) monitors enrolment patterns in Alberta language programs in order to anticipate any potential impact on the University of changes in such patterns, Dr. Meekison explained. The committee is concerned about the training of bilingual teachers, not only for French but for other

Continued on page three

FOLIO

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All enquiries and correspondence should be directed to:
Ron Thomas
Editor

Public Affairs produces *Folio* on a regular basis for the staff and other interested persons.

Deadlines:

Notice of coming events: 9 a.m. three weeks in advance of desired publication date.

Classified advertisements: 3 p.m. one week in advance of desired publication date. This date also serves as the deadline for cancellation of advertisements. Advertisements cost 30 cents per word with no discount for subsequent insertions. There is a maximum limit of 30 words and a minimum charge of \$1.50. Contributors corrections will be assessed at \$1.50 for each line in which an insertion is made. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 p.m. one week in advance of desired publication date. Contact Public Affairs for sizes, rates and other particulars.

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University
of
Alberta

Give
A Child
A Chance
To Breathe



Christmas Seal Child
JAMES HOOPER

SUPPORT
CHRISTMAS
SEALS

Alberta Lung Association
1011 - 13 Street SW.
Calgary, Alberta T3C 3R3
(403) 244-8006



It's a time to look and listen for Senators Bill Yurko (foreground) and Cy McAndrews. Jeremy Rossiter supplies the commentary.

languages as well.

"In the opinion of NOBS, our University is woefully inadequate in providing training for teachers of Chinese, Ukrainian, Japanese and other languages," Dr. Meekison said.

The University has started teaching Swedish, Hebrew and Arabic and "we've approached the province to see if it will assist us in the teaching of Korean," he inued.

Mention was made of the limited number of work stations in the language laboratories, and President Horowitz responded by saying, "There are many pressures at the University, but I feel the language courses underline our need to reduce the over-all number of students."

Dr. Meekison reminded Senate that, starting in 1989, the Faculty of Arts will not admit matriculated applicants with a deficiency in a language other than English.

Senate's day-long meeting was broken up effectively with a visit to the Classics Musuem. From Jeremy Rossiter, the person who catalogued much of the collection, Senators learned that the museum grows by two or three artifacts per year. The reason that most of the pieces in the collection are intact is that they were sealed in tombs and if the tombs weren't disturbed by grave robbers, the pottery, glass, coins, etc. survived the ages very well.

The collection is primarily a teaching and research tool although rs by lay people can be arranged. Should the proposed University Collections Centre become a reality, the Classics Museum would be a part of it and its doors would be open much longer than is now the case.

Aiming for the Top

In his presentation on the Faculty

of Business, Dean Roger Smith stated without fear or favor that by 1995, the Faculty wants to be known as the top business school in Canada and one of the top 30 in the world. He provided an overview of research work being done in each of the four departments (two examples being an assessment of the performance of second generation managers and the role of women in professional sports organizations) and said that new initiatives included the taking of an interdisciplinary approach to international business dealings and information systems.

In reporting on behalf of the Students' Union, Paul LaGrange said the SU oversees some 150 student clubs and organizations, ranging from the Ski Club to the Debating Club—an indication of the breadth of extracurricular activities on campus. The newest lodge brother is the Lego Club.□

Powrie Appointed Acting Dean of Arts

Tom Powrie (Economics) has been named Acting Dean of Arts for the period 1 January 1988 to 30 June 1988.

Dr. Powrie replaces Terry White who will be on administrative leave during this time and who will, on 1 July, assume the presidency of Brock University in St. Catharines, Ontario.

Dr. Powrie joined the Department of Economics in 1959 and was appointed full professor in 1968. He studied at the University of Saskatchewan for his bachelor's and master's degrees and obtained his BPhil and DPhil from Oxford.

Dr. Powrie was chairman of Economics from 1969 to 1972. Before that appointment, he took study leave to conduct research with the Montreal-based Private Planning Association.



Tom Powrie

He was a founding member of the Japan Social Science Association of Canada, and served on the executive council of the Canadian Economics Association.□

AUCC Releases Publication of Interest to Graduate Students

The Association of Universities and Colleges of Canada's biennial publication *Directory of Awards for Graduate Study 1987* is aimed at graduate students looking for financial assistance to continue their studies. The directory provides immediate access to more than 800 awards (including 255 awards tenable in francophone or bilingual institutions), in every area of study, to pursue graduate studies in Canada and elsewhere.

To order, send \$15.50 to AUCC

Publications, 151 Slater Street, Ottawa, Ontario K1P 5N1.

AUCC has also published the 235-page edition of *Academic and Administrative Officers at Canadian Universities 1987-1988*.

Names, academic credentials and individual telephone numbers of officers are listed for each of the 83 member institutions of AUCC.

To order, send \$10 to AUCC Publications, 151 Slater Street, Ottawa, Ontario K1P 5N1.□

In commemoration of the 20th anniversary of the establishment of the Izaak Walton Killam Scholarship Program at the University, the University of Alberta Killam Scholarship Committee proudly presents the

Killam Lecture Series

Inaugural Lecture

December 7, 8:00 p.m.

Dr. John Polanyi

1986 Nobel Prize Laureate in Chemistry

"The Responsibility of the Scientist: In an Age of Science, What are the Obligations of a Scientist to Society?"

Bernard Snell Auditorium
W. C. Mackenzie Health Sciences Centre
University of Alberta

Ethnomusicologist Finds Wealth of Material in Wild Rose Country

University of Alberta ethnomusicologist Regula Qureshi speaks six languages, including Urdu and Hindi, and plays cello and sarangi, one of the classic strings of north India.

For Swiss-born Qureshi, Alberta's music is more than just C&W.

In Coaldale she's recorded Mennonite children singing their Saturday school hymns and folksongs in German.

"Their parents have switched from German to English to teach religion and other subjects," she

says. "But the community wants to keep their musical heritage alive in its original form."

She's taped Hubert Hsu playing the classical two-stringed Chinese *er-hu*. Formerly concert-master of the Hong Kong Youth Orchestra, Hsu now lives in Edmonton, a city with two Cantonese music orchestras. (Like the Mennonite children, these orchestras memorize all their music.)

In Carstairs, north of Calgary, Qureshi mentions the flute- and lute-playing Kumar family and their Guru Guha Academy,

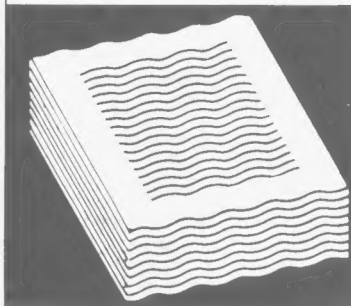
established to keep the rhythms of India alive in Canada's foothills.

Ukrainian-Canadians play "so much terrific stuff," she says. Like tsymbaly master Nick Misch, and bandleader Metro Radomsky of Wostok, Alberta. (Now playing to his third generation of weddings, "he doesn't play bars," says Qureshi.)

Alberta's immigrants are constantly adding new musical twists. Qureshi has just heard of a young Vietnamese steel guitar player who has filed off his frets, to get a more "eastern" sound.*□

**Reprinted from Q and A, published by the University's Office of Public Affairs.*

Currents



Notice of International Health Network Meeting

A meeting, in early January, is being planned for members of the University of Alberta community who are interested in international health issues. Please send your name and areas of interest (health specialty and geographical area) by 11 December to: Laura Krefting, Rehabilitation Medicine, 308 Corbett Hall, (432-4694).

Capital Equipment Purchases

A program has been developed to provide the carry-over of unspent capital equipment funds into the next budget year. This carry-over will be limited to the lesser of 15 percent of the departmental capital equipment budget or \$50,000. Where the balance of unexpended funds is sufficient, commitments incurred by purchase orders placed before 31 December will be allocated a carry-over equivalent to the amount of the commitment.

Where the balance of your unexpended and/or uncommitted capital equipment budget is currently in excess of the foregoing limits, you are urged to place purchase orders for your further needs now to help ensure that delivery is effected before 31 March 1988. The program will not provide a carry-over in relation to commitments by purchase orders placed later than 31 December other than in instances where a well documented justification of circumstances merits exception. Application for exemption should be submitted to the attention of D. Grover, Office of the Comptroller. Final approval on capital equipment carry-overs remains with the Associate Vice-President (Facilities), J.B. McQuitty.

Unexpended funds in excess of the limiting factors will lapse into a Capital Equipment Contingency Account.

Marketing of Scientific Equipment Streamlined

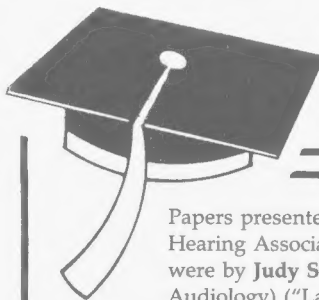
The Materials Management Department has established a contract with All Science Products Ltd. for the purpose of marketing scientific equipment. All other means of marketing (tender, auction sales, etc.) are still available, but there are many times when these methods are not adequate for specialized equipment says Roy Bennett, director of Materials Management. The basic features of the contract are:

- All Science Products Ltd. will have an exclusive contract to sell any piece of equipment that Materials Management consigns to them (this will not be done without the declaring department's consent) for a specified period of time.
- The declaring department, All Science Products Ltd., and the Materials Management Department will agree upon a minimum return to the declaring department prior to consignment. Past operating history will be discussed and any repairs necessary will be agreed to at this time as well. The minimum net return agreed to by the department will be exclusive of all selling fees and repair costs. If the equipment sells for more than expected, the declaring department will realize the higher proceeds (after selling fees and any authorized repair costs are deducted).
- Equipment may be picked up and stored by All Science Products Ltd. during the period of consignment, upon request, but this will reduce the net return to the University.
- Certain transactions may involve unusual removal or transportation charges. Such charges, as is now the case, will be the responsibility of departmental budgets.□



'A Leader With a Heart'

25 November was not simply another day at the office for President Myer Horowitz. At a ceremony at the Westin Hotel, Dr. Horowitz accepted the "Lieutenant-Governor's Award" from the Hon. Helen Hunley. The award, sponsored by the Edmonton and Calgary regional chapters of the Institute of Public Administration of Canada (IPAC), was presented to Dr. Horowitz for his outstanding contribution to public administration. Dr. Horowitz was termed a "leader with a heart," by IPAC executive member Paddy Griffin, and the Lieutenant-Governor said, "I am pleased and proud to give you this award, and I can't think of a more worthy recipient."



Activities

Papers presented at the American Speech-Language-Hearing Association at its convention in New Orleans were by **Judy Sutter** (Speech Pathology and Audiology) ("Later acquired verb forms: An oral versus literate language issue") and **Paul Hagler** (Speech

Pathology and Audiology) ("Effects of feedback on amount of supervisor talks during conferencing") . . . His Excellency Philippe Husson, French Ambassador to Canada, will visit our University on 7 December. Mr. Husson will meet with Dean **Jean-Antoine Bour** (Faculté Saint-Jean) and President **Myer Horowitz** and visit the Department of Romance Languages . . . **C. Fred Bentley** was one of two people to receive The Alberta Order of Excellence in an investiture ceremony, 19 November at Government House. Dr. Bentley, Professor Emeritus of Soil Science since 1979, was the first special advisor in agriculture with CIDA in 1969. He remains active internationally (China, West Africa); is a consultant to several agencies, including The World Bank and the UN; and continues to contribute to the Department of Soil Science . . . First-year doctoral student **Charles Hart** (Secondary Education) is the winner of the 1987 Ted Aoki Award. The award (and a cash award of \$1,000) was presented by the editors of *The Journal of Curriculum Theorizing* at a conference in Dayton, Ohio.

Christmas Cards Help a Good Cause

NSAVE Christmas cards, offered each year* by the Canadian Save the Children Fund, are now on sale in the English department.

Proceeds from the sales support self-help projects in 10 developing countries.

One package of cards, for instance, provides funds for a simple remedy to combat dehydration, and means survival for 12 babies in Burkina Faso.

When you invest in three packages, you help a rural family in Nicaragua buy seeds for the vegetable crop they need to balance their diet.

A \$60 order provides food, clothing and shelter for one week for 20 young people in vocational training in India.

Whatever your purchase, you will have helped give children in developing countries the priceless gift of clean drinking water, proper nutrition, medical care, and education.

The cards come in packets of 10 or 12, priced from \$3 to \$6. A package of 15 assorted designs is

Drop over soon to the English department, 3-5 Humanities Centre, weekdays, 8.30 a.m. to 4.30 p.m., and help children all over the world by using CANSAVE cards to send greetings to friends.

*Raising money for CANSAVE through annual Christmas card sales and through a secondhand book table—25 cents a volume—on the third floor of the Humanities Centre, was a special project of Noel Parker-Jervis, long-time member of the Department of English. During his 25-year association with the University, Professor Parker-Jervis raised more than \$25,000 for CANSAVE, and before retiring to Victoria recently, he made sure that colleagues in the department would continue his work for the Canadian Save the Children Fund. □



December 3 - 6
Edmonton
Convention Centre

Talks

Plant Science

4 December, 12:30 p.m. S. Boyetchko, "The Role of Oxalic Acid in Pathogenesis by Fungi." 1-06 Agriculture-Forestry Centre.

Physics

4 December, 2 p.m. Douglas R. Schmitt, Department of Geophysics, Stanford University, "Crustal Stress Magnitude Measurement and Borehole Optical Holography." V-121 Physics Building.

Economics and Marketing and Economic Analysis

4 December, 3 p.m. A. Daughety, University of Iowa, "Bertrand Revisited: Competition in a Homogeneous Consumers Price Strategy Model." 416 Business Building.

Zoology

4 December, 3:30 p.m. Peter Sorensen, "Goldfish Sex: Pheromones, Hormones and Behavior." M-149 Biological Sciences Centre.

Canadian Institute of Ukrainian Studies

4 December, 4 p.m. David Marples, "Ukrainian Industry Under Shcherbytsky: Temporary Stagnation or Irreversible Decline?" Heritage Lounge, Athabasca Hall.

English

7 December, 4 p.m. John Orrell, "The Bankside Shakespeare Project: An Update." L-3 Humanities Centre.
8 December, 4 p.m. Renaissance Colloquium. Cameron Louis, University of Regina, "Records of Early English Drama: A Personal Assessment." 4-59 Humanities Centre.

Anatomy and Cell Biology

8 December, 4 p.m. Mary Porter, Postdoctoral Fellow, Department of Molecular, Cellular and Developmental Biology, Boulder, Colorado, "Microtubule-Based Motors." 5-10 Medical Sciences Building.

Edmonton Map Society

8 December, 8 p.m. Val Noronha, "Computer Mapping." Demonstrations in the micro-lab will follow. 3-2 Tory Building.

Forest Science

9 December, noon. Lars Bach, Alberta Research Council, "Forest Products Research and Development at the Alberta Research Council." 4-1 Mechanical Engineering Building.

Computing Science

9 December, 3 p.m. John C. Beatty, Department of Computer Science, University of Waterloo, "Gamut Mapping and Digital Color Reproduction." 619 General Services Building.

Botany

9 December, 4 p.m. David Blundon,

"Primary Succession Following Deglaciation of the Robson Glacier, Mount Robson Provincial Park, British Columbia." M-149 Biological Sciences Centre.

Applied Mathematics Institute

10 December, 9:30 a.m. Alan Newell, University of Arizona, "Solitons in Mathematics and Physics."
10 December, 11:15 a.m. Robert Miura, University of British Columbia, "Some Problems in Neurobiology."
11 December, 9:30 a.m. Mark Davis, Imperial College, London, "Optimization of Markov Models."
11 December, 11 a.m. Bjorn Engquist, University of California, "Modern Directions in Scientific Computing." All lectures in 106 V-Wing.

Soil Science

10 December, 12:30 p.m. M.J. Dudas, Soil Science, "Submicroscopic Structure and Characteristics of Intermediate-Calcium Fly Ashes." 2-36 Earth Sciences Building.

Mathematics

10 December, 4 p.m. Hans G. Kaper, Argonne National Laboratory, "Applications of Oscillation Theory to Nonlinear Diffusion Equations." 657 CAB.

Economics

16 December, 3 p.m. R. Tamaschke, University of Queensland, "Trade, Growth and Policy Formulation in a Small Open Resource Economy." 8-22 Tory Building.

The Arts

McMullen Gallery

December. "British Watercolours."

FAB Gallery

Until 13 December. "Selected Student Work: Visual Fundamentals Winter Session 1987."

Ring House Gallery

Until 13 December. "Disrupted Lives: Children's Drawings from Central America."

Music

4 December, 8 p.m. The University of Alberta Concert Choir Christmas Concert—Leonard Ratzlaff, conductor; Jeremy Spurgeon, organ, with Brass Ensemble. All Saints' Anglican Cathedral.
6 December, 3 p.m. The University of Alberta Madrigal Singers—Leonard Ratzlaff, conductor; Bruce Wheatcroft, organ. Robertson-Wesley United Church.
6 December, 8 p.m. The University of Alberta Concert Band—Fordyce Pier, director. Convocation Hall.

Théâtre Français d'Edmonton

4, 5, 11 and 12 December, 8 p.m., and 15 December, 3 p.m. "La Vie Après Le Hockey (Life After Hockey)." 469-0829.

Sports

Basketball

4 December, 7 p.m. Golden Bears vs. Alumni.

Hockey

4 December, 7 p.m. Golden Bears vs. Calgary.

Volleyball

4 and 5 December. Pandas—North-Am Tournament.

Positions

The University of Alberta is an equal opportunity employer.

In accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents.

Academic

Employee Relations Officer, Personnel Services and Staff Relations

This position reports to the Employee Relations/Compensation Manager and the incumbent will carry out the following duties and responsibilities specifically related to support staff.

- Researches, analyzes and prepares all quantitative and compensation data for collective bargaining, including presentation, costing models and salary schedules. Participates in developing bargaining proposals and in Agreement implementation.

- Provides consultative services to management in the administration of the Collective Agreement and personnel policies with particular emphasis on pay and seniority related provisions. Administers position abolishments, FTE reductions, lay-offs and the supplemental unemployment benefit program.

- Consultant to management regarding medical leave of absence and obtaining adequate medical information and certification. Liaises between department and Pension and Benefits Administration, making recommendations on the application of long-term disability benefits.

- Prepares leave utilization, staff turnover and other analyses and provides ad hoc reports and personnel data to University administrators and government agencies.

- Designs, develops and presents seminars to management regarding leave utilization, benefit costs and absenteeism controls.

Qualifications: Related bachelor's degree with Employee Relations and/or data collection experience preferred. Other combinations of training and experience considered.

Salary range: \$26,982 to \$40,482.

Interested applicants should apply by comprehensive résumé by 18 December 1987 to: Personnel Services and Staff Relations, 2-40 Assiniboia Hall, University of Alberta, Edmonton, Alberta T6G 2E7.

Summer Session Instructor, Department of Elementary Education

The Department of Elementary Education is seeking an instructor for Summer Session 1988 (4 to 15 July) to

teach Ed C1 433: Orff Schulwerk, Level II. Qualifications should include: extensive understanding of the psychological, philosophical and pedagogical significance of the ideas of Carl Orff; experience in active and creative music teaching based on the principles of Carl Orff; composition using the Orff instruments; experience teaching elementary school age children using the methods of Carl Orff. Responsibilities for instruction include both lectures and laboratory instruction. Salary at the professor level is \$2,676.

Closing date for accepting applications is 1 February 1988. Applications, accompanied by *curriculum vitae* and relevant scholarly papers, should be sent to: Dr. Warren D. Wilde, Chairman, Department of Elementary Education, University of Alberta, Edmonton, Alberta T6G 2G5.

Support Staff

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 432-5201. Due to publication lead time and the fact that positions are filled on an on-going basis, these vacancies cannot be guaranteed beyond 27 November. For a more up-to-date listing, please consult the weekly *Employment Opportunities Bulletin* and/or the postings in PSSR.

Clerk Steno III (Half-time), Faculty of Business, (\$1,366-\$1,716) (pro-rated)
Secretary (Half-time), Mathematics (Applied Math Institute), (\$1,522-\$1,945) (pro-rated)
Secretary, Dean of Engineering, (\$1,522-\$1,945)
Administrative Clerk, Plant Science, (\$1,522-\$1,945)
Administrative Clerk (Term to 31 July 1988), Office of the Registrar, (\$1,522-\$1,945)
Departmental/Executive Secretary, Physical Plant Administration, (\$1,716-\$2,208)
Departmental/Executive Secretary, Zoology, (\$1,716-\$2,208)
Office Services Senior Clerk, Agricultural Engineering, (\$1,716-\$2,208)
Security Officer, Campus Security, (\$1,716-\$2,208)
Administrative Assistant I (Trust), Legal Resource Centre, (\$1,945-\$2,510)
Administrative Assistant I, Faculty of Extension, (\$1,945-\$2,510)
Biochemistry Technologist I (Trust), McEachern Laboratory, (\$1,945-\$2,510)
Biology Technologist I (Part-time, Trust), Genetics, (\$1,945-\$2,510) (pro-rated)
Electronics Technician III, Electrical Engineering, (\$2,115-\$2,741)
Pharmacist (Part-time), University Health Service, (\$2,115-\$2,741) (pro-rated)
Technologist II (Weed Science), Plant Science, (\$2,115-\$2,741)
Technologist II (Forages), Plant Science, (\$2,115-\$2,741)
Programmer Analyst III, Library, (\$2,741-\$3,579)
Programmer Analyst III-IV, Computing Services, (\$2,741-\$4,289)

For vacant Library positions, telephone 432-3339.

Advertisements

Accommodations available

Sale - \$37,500. University area. Two-bedroom condominium. Financing available. Immediate

possession. Chris Tenove, 433-5664, 436-5250. Spencer Realty.

Sale - University area. Renovated, 1 1/2 storeys, four bedrooms. Owner transferred. Chris Tenove, 433-5664, 436-5250. Spencer realty.

Sale - Perfect hideaway west of city. Cozy, bright bungalow nestled among trees. Not in subdivision. Must see to appreciate. Chris Tenove, 433-5664, 436-5250. Spencer Realty.

Sale - Two storeys, four bedrooms, immaculate, attached garage. Owner transferred. Chris Tenove, 433-5664, 436-5250. Spencer Realty.

Sale - Large city lots. Windermere area. Some ravine. Financing available. Buy now, build later. Chris Tenove, 433-5664, 436-5250. Spencer Realty.

Rent - Charming home near University and downtown. Mature trees, fenced garden, two bedrooms, den with balcony. Living, dining and family rooms. Appliances. Available January or February. \$900. 488-7627, call anytime.

Sale - Owners moving to California. This beautiful, four-bedroom home with main floor den and family room must be sold immediately. Lovely Riverbend location. Ann Dawrant, Spencer Realty, 436-5250, 430-6971.

Rent - One- and two-bedroom flats in Harley Street, London, long or short occupancy till summer 1988. 011-44-1-580-0731 (noon).

Rent - Luxurious condominium. Two bedrooms, furnished, exclusive hi-rise, by University Hospital (Claridge House). Swimming pool, full security, extras. Suitable for professor/executive. 447-1344.

Interested in Victoria properties? Experienced, knowledgeable realtor with Edmonton references will answer all queries and send information. No cost or obligation. Call collect (604)-385-4442, Lois Dutton, Dextron Realty Ltd. Victoria, B.C.

Sale - Belgravia, four-bedroom semi. \$105,000 plus a penny. This super country kitchen not for a loner. 452-2052 will get you the owner.

Sale - By owner. Parkallen. Immaculate, three-bedroom bungalow, south-facing yard, hardwood floors, developed basement, double garage. 437-4888.

Sale - 19.5-treed acres and spacious bungalow plus separate guesthouse and greenhouse. Twenty minutes from city. For details and viewing, ask for Pat von Borstel, 437-6540, Spencer Realty, 436-5250.

Sale - Windsor Park. Well-constructed three-bedroom bungalow in good location. Two bathrooms, double garage, developed basement, Poggenpohl kitchen, jacuzzi. 433-8667.

Sale - 2,785' hillside, two-storey, solar-heated home on three acres, borders park reserve. Oak cabinets, flooring. Forty minutes south of Edmonton. Mark Lavers, Re/Max Real Estate, 986-2900.

Rent - Riverbend. Terwilligar Heights. Furnished bungalow, four bedrooms, 2,000', main-floor family room with fireplace. \$1,000/month. 1 January-30 June. Western Relocation, 438-1044, 435-5389.

Rent - Riverbend. Two storeys, furnished/unfurnished, ten minutes from campus, 2,700', four bedrooms, 2 1/2 baths, den, large sunny kitchen. Available 7 January-31 July 1988. \$1,200/month. Western Relocation. 438-1044.

Sale - Deluxe condominium. \$77,900. Super University-area location. Appealing, multi-level design. Fireplace, European cabinets, sunshine ceiling in kitchen. Two spacious bedrooms. Underground parking. Phone Joy Murray, NRS Realty Centre, 438-6111.

Sale - Just listed! Traditional, two storeys, five bedrooms, large sun room, 1/3-acre lot. Riverbend cul-de-sac location. \$179,000. Exclusive! Liz Crockford, Spencer Real Estate, 436-5250, 434-0555.

Sale - Small bungalow, U of A area. Updated, move in. Spencer Real Estate, Eleanor Lowe, 438-0932, 436-5250.

Accommodations wanted

Study leave visitor looks for furnished room or bachelor. January-April 1988. 432-5679, (unix:bogdan).

MacEwan College instructor available to house-sit January to May. 468-4520, 483-2367, 434-1696.

Goods for sale

Sale: Christmas trees, 5-21 December.

Hours: weekdays, 12-9 p.m.; weekends, 10 a.m.-9 p.m. Corbett Hall, 82 Ave. 114 St. Presented by University of Alberta Forest Society. Pottery by Akiko Kohana. Paintings by Yuriko Igarashi. 6 December, 11 a.m.-4:30 p.m. 12512 66 Ave.

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New Zealand. One-month customized tour. Highlighting geology, natural history, culture, trail walks. Two specialist guides. Godfrey Tours group leaves 13 February 1988. Further details: Call John Godfrey, 483-4883.

Need a photographer or graphic designer? Call Margaret Cunningham at 456-7350.

Canadian Power and Sail Squadrons boating course, January 1988. Harry Ainlay High School. Includes compass, charts, navigation aids, sail and power boat handling. Registration and information: Bob Smits, 483-1392.

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